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DEPARTMENT OF THE INTERIOR.

BUREAU OF EDUCATION.

INCREASES IN SALARIES OF COLLEGE TEACHERS.

The Bureau of Education has been receiving numerous inquiries concerning the policies of boards of trustees with reference to increases of salaries of members of the teaching staffs. The question has become a serious one, in view of the recent rapid increase in the cost of living. Evidently there is a general disposition on the part of governing boards to raise salaries as much as possible. Very definite limits are set in the case of most institutions, however, by the size of available endowments or appropriations. A record of the steps that have actually been taken or that are projected has appeared to the Bureau of Education worth while. Accordingly, it issued on May 6 a questionnaire to all collegiate institutions, asking for a report on the percentage of increase in salary granted during the last academic year and the percentage of increase voted for the coming academic year. The returns are tabulated below. The following brief summary of them may be of interest:

The collegiate mailing list of the Bureau of Education numbers 638 institutions. Of these, 300 institutions answered the questionnaire. Two hundred and thirty of these reported increases in salary granted for the last academic year, or voted for the coming year, or both.

One hundred and eighty-seven institutions reported increases granted in 1918–19; 140 institutions reported increases voted for 1919–20; and 50 institutions reported that the increases for 1919–20 had not yet been decided upon.

Of particular interest is the large number of institutions which have granted increases of 10 per cent or more. The situation with respect to these institutions may be summarized as follows:

Increases of 10 per cent or over in 1918–19.

Number of institutions.	Per cent of those reporting increases in 1918–19.	Grades to which increases were voted.
134	72	Full professors.
96	51	Assistant professors.
97	52	Instructors.

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Increases of 10 per cent or over voted for 1919–20.

Number of institutions.	Per cent of those reporting increases voted for 1919–20.	Grades to which increases were voted.
104	74	Full professors.
83	59	Assistant professors.
65	46	Instructors.

The following detailed tabulation summarizes the reports from all institutions:

Increases in salaries reported by 230 institutions.

Institutions.	Percentage of increase in salary—1918–19.			Percentage of increase in salary voted for 1919–20.		
	Professors.	Assistant professors.	Instructors.	Professors.	Assistant professors.	Instructors.
Howard College, Alabama	16.6	0.0	50.0	11.0	0.0	0.0
Marion Institute, Alabama	35.0	50.0	.0	.0	.0	40.0
Alabama Girls' Technical Institute	6.0	6.0	.0	.0	.0	.0
Woman's College of Alabama				20.0	.0	.0
University of Arizona				25.0	15.0	12.5
Ouachita College, Arkansas	10.0	10.0	.0	10.0	10.0	.0
Central College, Arkansas	10.0	10.0	10.0	10.0	10.0	10.0
Hendrix College, Arkansas	.0	.0	.0	17.0	15.0	.0
Crescent College, Arkansas	20.0	20.0	20.0	10.0	10.0	10.0
University of Redlands, California	10.0	10.0		(1)	(1)	(1)
Leland Stanford Junior University, California	1.0	5.0	8.0	5.5	4.0	12.0
Whittier College, California	.0	.0	.0	15.0	15.0	10.0
Colorado College	7.5	10.0	9.0	9.0	12.5	9.0
Colorado Woman's College	6.0	.0	.0	6.0	.0	.0
Colorado State Teachers' College	5.0	5.0	5.0	11.0	11.0	11.0
Trinity College, Connecticut	10.0	10.0	10.0	10.0	10.0	10.0
Weslevan College, Connecticut	12.0	12.0	12.0	12.0	12.0	12.0
Yale University, Connecticut			25.0			
Connecticut College for Women	10.0	10.0	10.0	10.0	10.0	10.0
Gallaudet College, District of Columbia	10.0	33.3	15.0			
University of Florida	.0	.0	.0	10.0	10.0	10.0
Georgia School of Technology	20.0	20.0	20.0	(1)	(1)	(1)
Morehouse College, Georgia	21.5	16.5	15.0		16.5	15.0
Piedmont College, Georgia	9.0			10.0		
Bessie Tift College, Georgia	25.0	25.0		10.0		
Southern Female College, Georgia	20.0	20.0		20.0		
Shorter College, Georgia	12.5			15.0		
College of Hawaii, Honolulu	.0	.0	.0	33.5		
Hedding College, Illinois	10.0	10.0	.0	10.0	10.0	.0
Carthage College, Illinois	20.0		20.0	(1)	(1)	(1)
James Millikin University, Illinois	8.1	8.1	12.5			
Eureka College, Illinois	7.5	7.5	7.5	14.0	14.0	14.0
Ewing College, Illinois				25.0	25.0	25.0
Greenville College, Illinois	25.0			.0	.0	.0
Illinois College	14.0			(1)	(1)	(1)
McKendree College, Illinois	15.0			.0	.0	.0
Lincoln College, Illinois	20.0	.0	.0	.0	.0	.0
Bradley Polytechnic Institute, Illinois	5.0	5.0	5.0	10.0	10.0	10.0
Shurtleff College, Illinois				36.5	25.0	
University of Illinois	5.6	4.1	1.1	(1)	(1)	(1)
De Pauw University, Indiana	27.0	33.3	20.0	(1)	(1)	(1)
Indiana Central University	8.0		6.0	(1)	(1)	(1)
Rose Polytechnic Institute, Indiana	10.0	20.0	20.0	(1)	(1)	(1)
Taylor University, Indiana	10.0	10.0	10.0	(1)	(1)	(1)
Iowa State Teachers' College	5.0	5.0	10.0	(1)	(1)	(1)
Coe College, Iowa	5.5	8.2	10.0	(1)	(1)	(1)
Wartburg College, Iowa	10.0	10.0	10.0	.0	.0	.0
Upper Iowa University	15.0	15.0	15.0	20.0		
Grinnell College, Iowa	5.0	10.0	10.0	(1)	(1)	(1)
Graceland College, Iowa	20.0	20.0	20.0	16.6	16.6	16.6
Iowa Wesleyan College	10.0	10.0	.0	10.0	10.0	.0
Cornell College, Iowa	15.0	15.0	15.0	17.5	17.5	17.5
Central College, Iowa	15.0	12.0	8.0	15.0	10.0	10.0
Morningside College, Iowa	10.0	5.0	5.0	20.0	20.0	30.0

[1] Not decided.

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Increases in salaries reported by 230 institutions—Continued.

Institutions.	Percentage of increase in salary—1918–19.			Percentage of increase in salary voted for 1919–20.		
	Professors.	Assistant professors.	Instructors.	Professors.	Assistant professors.	Instructors.
Tabor College, Iowa				10.0	10.0	10.0
Midland College, Kansas	14.2	15.0	20.0	(1)	(1)	(1)
Baker University, Kansas	8.0	.0	.0	(1)	(1)	(1)
College of Emporia, Kansas	10.0			25.0		
University of Kansas	.0	.0	.0	16.6	20.0	23.3
Ottawa University, Kansas	12.5		12.5	6.3		12.5
St. Mary's College, Kansas	15.0	15.0	15.0	10.0	10.0	10.0
Kansas Wesleyan University	25.0	.0	.0	20.0	.0	.0
Washburn College, Kansas	.0	.0	.0	10.0	10.0	.0
Fairmount College, Kansas	10.0			8.0		
Friends University, Kansas	.0	.0	.0	8.5		
Southwestern College, Kansas	10.0	10.0		15.0	15.0	
Georgetown College, Kentucky	.0	.0	.0	11.0	.0	.0
Sayre College, Kentucky	25.0			(1)	(1)	(1)
Transylvania College, Kentucky				25.0	.0	.0
University of Kentucky	20.1	23.8	28.8	8.0	10.0	12.0
University of Louisville, Kentucky	.0	.0	.0	20.0	20.0	20.0
Bethel College, Kentucky	11.0	.0	.0	18.0		
St. Mary's College, Kentucky	25.0	25.0	25.0	.0	.0	.0
Kentucky Wesleyan College	.0	.0	.0	20.0	.0	.0
Mansfield Female College, Louisiana	15.0	.0	.0	12.0	.0	.0
Louisiana College	16.3	.0	.0	(1)	(1)	(1)
University of Maine	5.0	5.0	5.0	(1)	(1)	(1)
Washington College, Maryland	10.0	10.0	10.0	(1)	(1)	(1)
Maryland State College of Agriculture	20.0	23.0	.4	.0	.0	.0
St. John's College, Maryland	20.0	20.0	20.0	(1)	(1)	(1)
Massachusetts Agricultural College	6.0	8.0	10.0	(1)	(1)	(1)
Boston University, Massachusetts	30.0	30.0	30.0			
Lowell Textile School, Massachusetts	11.5	15.0	24.4	(1)	(1)	(1)
Tufts College, Massachusetts	25.0	25.0	12.5	(1)	(1)	(1)
Clark College, Massachusetts	.0	.0	.0	8.0	11.5	.0
Worchester Polytechnic Institute, Massachusetts	15.0	15.0	15.0			
University of Michigan	2.5	2.1	9.2	(1)	(1)	(1)
Albion College, Michigan	10.0	10.0	10.0	(1)	(1)	(1)
Michigan Agricultural College	40.1	17.0	56.4	(1)	(1)	(1)
Hillsdale College, Michigan	20.0	.0	.0	14.0	.0	.0
Kalamazoo College, Michigan	10.0	10.0	.0			
Carleton College, Minnesota	9.0	9.0	7.0	9.0	8.0	9.0
St. Olaf College, Minnesota	5.5	6.0	6.0	5.5	6.0	6.0
Westminister College, Missouri	10.0	.0	.0	(1)	(1)	(1)
Augsburg Seminary, Missouri	6.0	.0	20.0	(1)	(1)	(1)
University of Minnesota	11.0	14.0	16.0	15.0	15.0	15.0
Hamline University, Minnesota	5.0	5.0	5.0	5.0	5.0	5.0
Gustavus Adolphus College, Minnesota	.0	.0	.0	20.0	15.0	10.0
Mississippi Agricultural and Mechanical College	10.0	10.0	10.0	(1)	(1)	(1)
Mississippi College	.0	.0	.0	33.3	33.3	33.3
Hillman College, Mississippi	5.0	.0	.0	(1)	(1)	(1)
Grenada College, Mississippi	10.0	10.0	.0	10.0	10.0	.0
Millsaps College, Mississippi	11.1	.0	50.0	(1)	(1)	(1)
Missouri Wesleyan College	26.5			30.0		
Stephens College, Missouri	25.0	20.0	20.0	10.0	10.0	10.0
Central College, Missouri	7.0					
Westminister College, Missouri				26.3		
William Woods College, Missouri	12.5		10.0	20.0		
William Jewell College, Missouri	.0	.0	.0	17.6	17.6	17.6
Lindenwood College, Missouri	30.0	20.0		30.0		
Central Wesleyan College, Missouri	10.0	7.5				
Montana College of Agriculture and Mechanic Arts	.0	.0	.0	10.0	6.0	6.0
Montana State School of Mines	8.3	9.4	10.0	10.7	15.0	10.0
Cotner College, Nebraska	10.0	5.0	5.0	10.0	5.0	5.0
Union College, Nebraska	20.0	20.0	20.0	10.0	10.0	10.0
Doane College, Nebraska	7.1	.0	9.3	5.1	.0	8.2
Hastings College, Nebraska	25.0	15.0	.0	10.0	16.6	.0
University of Nebraska	.0	.0	.0	7.0	13.0	15.0
York College, Nebraska	20.0	.0	10.0	.0	.0	.0
University of Nevada	12.0	12.0	12.0		15.0	15.0
Dartmouth College, New Hampshire	12.5	11.5	10.0	12.5	11.5	10.0
College of St. Elizabeth, New Jersey	5.0	3.0	1.0			
University of New Mexico	12.0	10.0	.0	(1)	(1)	(1)
Upsala College, New Jersey	6.4	6.4	6.4	13.7	12.0	.0
New Mexico State School of Mines	25.0	.0	.0	11.1	.0	.0
New Mexico College of Agriculture and Mechanic Arts	10.0	10.0	10.0	10.0	10.0	.0
Polytechnic Institute of Brooklyn, New York	.0	.0	.0	17.5	17.5	9.5

[1] Not decided.

Increases in salaries reported by 230 institutions—Continued.

Institutions.	Percentage of increase in salary—1918–19.			Percentage of increase in salary voted for 1919-20.		
	Professors.	Assistant professors.	Instructors.	Professors.	Assistant professors.	Instructors.
Hamilton College, New York	20.0	10.0	10.0			
Elmira College, New York	5.0	5.0	5.0	5.0	5.0	10.0
Teachers College, New York	17.5	10.0	10.0	.0	10.0	20.0
Clarkson College of Technology, New York	.0	.0	.0	12.0	20.0	20.0
Union College, New York	5.0			20.0	20.0	20.0
Syracuse University, New York	10.0	.0	.0	10.0	.0	.0
University of North Carolina	.0	.0	.0	[1] 10.0	[1] 10.0	[1] 10.0
Elon College, North Carolina	25.0	25.0	25.0	.0	.0	.0
Greensboro College for Women, North Carolina	.0	.0	.0	10.0	10.0	.0
Guilford College, North Carolina	.0	.0	.0	6.0	6.0	.0
Lenoir College, North Carolina	27.5	25.0	12.5	27.5	30.0	25.0
Flora Macdonald College, North Carolina	20.0	20.0	20.0	.0	.0	.0
North Carolina State College of Agriculture and Engineering	.0	10.0	10.0	10.0	10.0	10.0
Atlantic Christian College, North Carolina	12.5	.0	20.0			
North Dakota Agricultural College	5.0	5.0	5.0	7.6	9.2	8.9
Jamestown College, North Dakota	10.0	.0	10.0			
University of North Dakota	3.6	6.2	4.9	3.5	5.7	7.3
Mount Union College, Ohio	6.2	8.7	10.0	11.7	16.1	9.0
Ashland College, Ohio	25.0	25.0	25.0	.0	.0	.0
Baldwin Wallace College, Ohio	20.0	20.0	20.0	[2]	[2]	[2]
Case School of Applied Science, Ohio	.0	.0	15.0	3.0	8.0	7.0
Western Reserve University, Ohio	3.0	3.0	3.0	3.0	3.0	3.0
Capital University, Ohio	25.0	25.0	18.0	.0	.0	.0
Defiance College, Ohio	17.5	.0	.0	[2]	[2]	[2]
Ohio State University	13.4	14.6	17.5	[2]	[2]	[2]
Ohio Wesleyan University	10.0	10.0	10.0	[2]	[2]	[2]
Denison University, Ohio	17.0	10.0	5.0	10.0	10.0	.0
Hiram College, Ohio	22.0	22.0	.0	22.0	22.0	.0
Muskingum College, Ohio	15.0	15.0	15.0	[2]	[2]	[2]
Oxford College for Women, Ohio	8.0	8.0	8.0	8.0	.0	.0
Western College for Women, Ohio	8.0	8.0	8.0	7.0	7.0	7.0
Rio Grande College, Ohio	12.5	6.2	20.0	12.5	12.5	12.5
Wittenberg College, Ohio	10.0	.0	10.0			
Otterbein College, Ohio	2.5	.0	.0			
Wilmington College, Ohio	.0	.0	.0	25.0	.0	.0
Oklahoma College for Women	20.0	20.0	20.0	20.0	20.0	20.0
Oklahoma Agricultural and Mechanical College	8.0	8.0	.0	10.0	10.0	10.0
Henry Kendall College, Oklahoma	5.0	.0	.0			
Albany College, Oregon	.0	.0	.0	25.0	10.0	10.0
Oregon State Agricultural College	9.0	9.0	9.0	[1]	[2]	[2]
University of Oregon	10.0	10.0	10.0	[2]	[2]	[2]
McMinnville College, Oregon	8.0	.0	.0	15.0	.0	.0
Pacific College, Oregon	.0	.0	.0	11.0	17.0	36.0
Willamette University, Oregon	7.0	7.0	.0	[2]	[2]	[2]
Allentown College for Women, Pennsylvania	15.0	10.0	.0	[2]	[2]	[2]
Lebanon Valley College, Pennsylvania	27.2	10.0	.0	28.0	10.0	.0
Beaver College, Pennsylvania	7.0	.0	.0	8.0	.0	.0
Moravian College, Pennsylvania	20.0	15.0	15.0	.0	20.0	20.0
Dickinson College, Pennsylvania	15.0	15.0	.0	[2]	[2]	[2]
Wilson College, Pennsylvania	12.0	12.0	12.0	20.0	.0	17.5
Lafayette College, Pennsylvania	10.0	10.0	8.0	15.0	15.0	10.0
Pennsylvania College	12.0	.0	10.0	.0	.0	.0
Thiel College, Pennsylvania	15.0	15.0	.0	12.0	12.0	12.0
Grove City College, Pennsylvania	15.0	15.0	15.0	[2]	[2]	[2]
Juniata College, Pennsylvania	12.5	10.0	10.0	12.0	10.0	
Bucknell University, Pennsylvania	5.3	11.1	33.0			
Allegheny College, Pennsylvania	10.0	15.0	10.0	[2]	[2]	[2]
Albright College, Pennsylvania	.0	.0	.0	23.0	25.0	.0
Dropsie College, Pennsylvania	10.0	.0	10.0	[2]	[2]	[2]
Carnegie Institute of Technology, Pennsylvania	10.0	10.0	15.0	[2]	[2]	[2]
Temple University, Pennsylvania	.0	.0	.0	10.0	10.0	10.0
Lehigh University, Pennsylvania	20.0	20.0	20.0	.0	.0	.0
Brown University, Rhode Island	20.0	20.0	20.0	20.0	20.0	20.0
Columbia College, South Carolina	15.0	.0	20.0	[2]	[2]	[2]
Erskine College, South Carolina	15.0	15.0	.0	.0	.0	.0
Coker College, South Carolina	15.0			[2]	[2]	[2]
Converse College, South Carolina	14.0	14.0		9.0	9.0	
Huron College, South Dakota	20.0	.0	20.0			
South Dakota State School of Mines	17.0	10.0	23.0	13.0	10.0	.0
University of South Dakota	.0	.0	.0	23.0	20.0	16.0
Tusculum College, Tennessee	.0	.0	.0	20.0	20.0	10.0
Lincoln Memorial University, Tennessee	.0	.0	.0	20.0	20.0	20.0
Union University, Tennessee	.0	.0	.0	20.0	20.0	20.0

[1] Recommended.

[2] Not decided.

Increases in salaries reported by 230 institutions—Continued.

Institutions.	Percentage of increase in salary—1918–19.			Percentage of increase in salary voted for 1919–20.		
	Professors.	Assistant professors.	Instructors.	Professors.	Assistant professors.	Instructors.
Carson and Newman College, Tennessee	10.0	0.0	0.0	(1)	(1)	(1)
Cumberland University, Tennessee	15.4	.0	25.0	20.0	30.0	25.0
Milligan College, Tennessee	15.0	10.0	.0			
Washington College, Tennessee	.0	.0	.0	40.0	35.0	20.0
College of Industrial Arts, Texas	.0	.0	.0	20.0	25.0	25.0
Simmons College, Texas	10.0	10.0	10.0	10.0	10.0	10.0
Agricultural and Mechanical College of Texas	.0	.0	.0	20.0	20.0	20.0
Southwestern University, Texas	10.0	10.0	10.0	(1)	(1)	(1)
Baylor University, Texas	5.0	.0	.0			
Middlebury College, Vermont	15.0	15.0	19.0	15.0	15.0	10.0
Norwich University, Vermont	4.5	4.5	4.5	7.0	7.0	7.0
St. Michael's College, Vermont	.0	.0	10.0	.0	.0	.0
Randolph-Macon College, Virginia	.0	.0	.0	5.0	.0	.0
Virginia Polytechnic Institute	33.3	33.3	20.0			
Bridgewater College, Virginia	10.0	.0	.0			
Hampden-Sidney College, Virginia	20.0	.0	.0			
Virginia Military Institute	10.0	10.0	10.0	.0	.0	.0
Virginia Christian College	25.0	.0	25.0	.0	.0	.0
Eastern College, Virginia	25.0	.0	10.0	10.0	.0	5.0
Elizabeth College, Virginia	.0	.0	50.0	25.0	25.0	.0
Roanoke College, Virginia	20.0	20.0	20.0	33.3	33.3	33.3
Sweet Briar College, Virginia	20.0	12.5	33.3	.0	.0	.0
College of William and Mary, Virginia	5.0	.0	.0	(1)	(1)	(1)
Bethany College, West Virginia	12.5	10.0	.0	(1)	(1)	(1)
West Virginia University	7.0	8.0	10.0	(1)	(1)	(1)
Lawrence College, Wisconsin	10.0	10.0	.0	(1)	(1)	(1)
Beloit College, Wisconsin	10.0	10.0	12.0	10.0	10.0	12.0
Milwaukee-Downer College, Wisconsin	7.0	7.0	10.0	4.0	4.0	4.0
Ripon College, Wisconsin	25.0	.0	.0	10.0	.0	.0
University of Wyoming	6.0	7.0	12.0	(1)	(1)	(1)

[1] Not decided.

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